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ABSTRACT

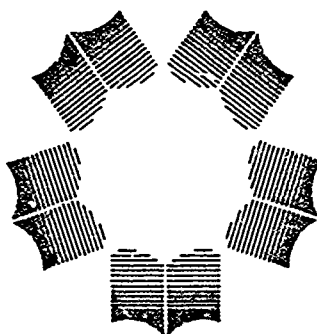
The Inferred Program Cost (IPC), a program evaluation indicator in use at Prince George's Community College (PGCC), represents the cost of one student completing the curriculum requirements for a degree or certificate program/option as specified in the current college catalog. The IFP for each program is the dollar amount representing the theoretical cost of producing one graduate based on the costs of instruction in a given fiscal year. This report examines the IPC's of all occupational programs at PGCC from Fiscal Year (FY) 1984 through FY89. Among the findings presented are the following: (1) the median IPC for associate in arts (AA) programs in FY89 was \$8,544, ranging from a low of \$6,151 for Microcomputer Systems to a high of \$18,042 for Respiratory Therapist; (2) the five allied health programs were the most costly AA options, while the three business/management programs were among the four least expensive; (3) the FY89 IPC's for certificate programs ranged from \$2,029 for the Marketing Management certificate to \$5,561 for the Medical Secretary certificate; and (4) Respiratory Therapist and Nuclear Medicine Technology programs showed the greatest IPC increase over the 5-year period (118% and 94%, respectively), while Criminal Justice Technology and Early Childhood Education showed the smallest IPC increases (11% and 13%, respectively). Detailed data tables are appended, presenting the IPC for all PGCC AA and certificate programs from FY 1984 through FY 1989. (JMC)

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INFERRED PROGRAM COSTS

Occupational Programs, FY84-89



PRINCE GEORGE'S
COMMUNITY COLLEGE

Research Brief RB90-12

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Office of Institutional Research and Analysis

June 1990

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PRINCE GEORGE'S COMMUNITY COLLEGE
Office of Institutional Research and Analysis

INFERRED PROGRAM COST, FY84 - 89
Research Brief RB90-12
June 1990

Introduction

The Inferred Program Cost (IPC) is a program evaluation indicator which was developed as part of the Occupational Program Management System. The research office has been using this indicator in program evaluations for several years. This report will look at the IPCs of all occupational programs from FY84 through FY89.

IPC Definition and Calculation

The Inferred Program Cost is the cost of one student completing the curriculum requirements for a degree or certificate program/option as specified in the current College catalog. It represents the theoretical cost of producing one graduate based on the costs of instruction (using the Discipline Cost Analysis) in a given fiscal year.

The IPC is calculated by summing the products of the required hours in each discipline multiplied by the discipline cost per credit hour. This procedure is illustrated by the FY89 IPC for the Accounting A.A. degree program (costs as displayed are rounded):

Inferred Program Cost
Accounting A.A. Program
FY89

Discipline	Credit Hours	Discipline Cost per Credit Hour	Cost
Accounting	27	83	\$2,243
English Composition	6	115	690
Accounting Electives	6	93	560
Mathematics	6	92	551
Business	6	83	496
Science Elective	3	120	360
Physical Education	2	177	353
College Wide Electives	3	107	321
Speech Communication	3	105	315
Econ/Pol.Science Elect.	3	96	287
Management	3	86	257
Totals	68	IPC:	\$6,435

In cases where the curriculum offers a choice of courses, such as the requirement of an elective from a specified set of alternatives, the discipline cost per credit hour is calculated for that group of courses as a whole, then multiplied by the required hours.

A Look at FY89 Costs

To help assess the relative costliness of each program option, the IPC for each program option was divided by the median IPC for all occupational program options of the same level (A.A. or certificate) and multiplied by 100. An index number above 100 indicates a program of above median cost; index numbers below 100 identify less expensive programs. The table below shows the IPCs and index numbers for A.A. program options in FY89, and the one on the next page shows the same information for the certificate options.

Inferred Program Costs A.A. Program Options FY89

Program Option	IPC	Index (Median=100)
Respiratory Therapist	\$18,042	211
Nuclear Medicine Technology	\$16,804	197
Radiography	\$12,450	146
Medical Records Technician	\$10,198	119
Nursing	\$10,007	117
Word/Info Processing Supervisor	\$9,866	115
Medical Secretary	\$9,832	115
Computer Service Technology	\$9,681	113
Electronics Engineering Technology	\$9,430	110
Executive Secretary/Adm Asst	\$8,852	104
Hospitality Services Management	\$8,847	104
Legal Secretary	\$8,544	100
General Drafting Technology	\$8,014	94
Early Childhood Management	\$7,185	84
Computer Prog & Analysis	\$6,757	79
Early Childhood Education	\$6,696	78
Computer Management	\$6,562	77
Accounting	\$6,435	75
Criminal Justice Technology	\$6,415	75
Business Management	\$6,243	73
Para-legal/Legal Assistant	\$6,157	72
Marketing Management	\$6,153	72
Microcomputer Systems	\$6,151	72

The median IPC for A.A. program options in FY89 was \$8,544. The IPCs ranged from a low of \$6,151 for Microcomputer Systems to a high of \$18,042 for Respiratory Therapist. The five allied health options topped the list with costs of Respiratory Therapist and Nuclear Medicine Technology approximately twice the median IPC. Radiography's IPC was 46 percent above the median. The least expensive A.A. program options included Microcomputer Systems and 3 business/management program options (in marketing, para-legal, and business management) - all under 75 percent of the median IPC.

The table below shows that the FY89 inferred costs of the certificate options ranged from \$2,029 for the Marketing Management Certificate to \$5,561 for the Medical Secretary Certificate. The Medical Secretary IPC was 38 percent above the median IPC for certificates (\$4,032). Other options costing more than 25 percent above the median IPC were the two electronics certificates. Three business/management certificate options (in marketing, small business, and accounting) had IPCs which were less than seventy percent of the median. The IPC of the marketing certificate was only half of the median IPC for certificates.

**Inferred Program Costs
Certificate Program Options
FY89**

Program Option	IPC	Index (Median=100)
Medical Secretary Certificate	\$5,561	138
Electronics Microprocessor Cert	\$5,204	129
Electronics Communications Cert	\$5,123	127
Medical Transcriptionist Cert	\$4,899	122
Word/Info Processing Supervisor Cert	\$4,804	119
Legal Secretary Certificate	\$4,515	112
Food Service Management Certificate	\$4,496	112
Executive Secretary/Adm Asst Cert	\$4,371	108
Hotel Management Certificate	\$4,273	106
Architectural Drafting Certificate	\$4,213	104
Engineering Drafting Certificate	\$3,850	95
Computer Programming Certificate	\$3,164	78
Ornamental Horticulture Certificate	\$3,090	77
Criminal Justice Tech. Certificate	\$3,071	76
Early Childhood Education Cert	\$2,887	72
Para-Legal/Legal Assistant Cert	\$2,853	71
Microcomp Applications Certificate	\$2,846	71
Accounting Certificate	\$2,743	68
Small Business Mgt Cert.	\$2,528	63
Marketing Management Certificate	\$2,029	50

FY84 - FY89 Trends

The IPCs were calculated for all occupational programs for FY84 through FY89 so that costs could be analyzed within each program option over the five year period. The program options which showed the largest increases in inferred program cost during those five years were:

Inferred Program Cost Programs with the Largest Increases FY84 - FY86

Respiratory Therapist	118%
Nuclear Medicine Technology	94%
Word/Info Processing Certificate	73%
Word/Info Processing Supervisor	71%
Medical Secretary	67%

Programs which increased the least between FY84 and FY89 were:

Inferred Program Cost Programs with the Smallest Increases FY84 - FY86

Criminal Justice Technology	11%
Early Childhood Education	13%
Marketing Management Certificate	14%
Para-Legal/Legal Assistant	14%
Computer Management	15%

The median IPCs for the college's A.A. and certificate program options increased 43 and 42 percent respectively.

Summary

The Inferred Program Cost is a theoretical cost indicator used to track the cost of programs rather than disciplines or cost centers which are normally tracked within the college. Although the indicator itself may not represent actual costs, the inferred program cost can show the costs of programs in relation to other programs and in relation to costs in previous years. This report shows that the IPC is an effective program cost indicator in that it does differentiate between costs of various programs, largely reflecting the discipline costs of the "core" courses. The IPC indicator essentially confirms what has been inferred from the discipline cost figures about the ranging of program costs.

The IPCs indicate that the allied health, electronics, and word processing programs/options were the most expensive. Respiratory Therapist, Nuclear Medicine and the word processing

options also had the largest increases in cost over the past five years.

The program options with the lowest IPCs included the microcomputer, marketing, para-legal, business management, and accounting (certificate) options. The options with the least increase in cost also fell into the business management and computer areas - the criminal justice, early childhood education, para-legal and computer management A.A. options and the marketing certificate each showed increases of not more than 15 percent.

The tables on the following pages show all the IPCs for all the program options offered at the college from FY84 through FY89.

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PRINCE GEORGE'S COMMUNITY COLLEGE
Office of Institutional Research and Analysis

Inferred Program Costs, A.A. Programs

Program Name	FY84	FY85	FY86	FY87	FY88	FY89	% Change FY84-89 (MEDIAN=100)	FY89 INDEX
Respiratory Therapist	\$8,276	\$9,274	\$8,404	\$10,680	\$14,461	\$18,042	118%	211
Nuclear Medicine Technology	\$8,646	\$11,092	\$13,243	\$13,562	\$14,994	\$16,804	94%	197
Radiography	\$9,437	\$10,844	\$10,363	\$12,096	\$11,453	\$12,450	32%	146
Medical Records Technician	\$6,829	\$7,720	\$7,486	\$9,279	\$10,013	\$10,198	49%	119
Nursing	\$7,266	\$8,481	\$8,755	\$9,556	\$10,215	\$10,007	38%	117
Word/Info Processing Supervisor	\$5,783	\$7,034	\$7,538	\$8,798	\$8,293	\$9,856	71%	115
Medical Secretary	\$5,878	\$6,974	\$7,341	\$8,563	\$8,958	\$9,832	67%	115
Computer Service Technology	*	*	\$8,667	\$9,558	\$9,798	\$9,681	--	113
Electronics Engineering Technology	\$7,094	\$8,075	\$8,517	\$9,371	\$9,626	\$9,430	33%	110
Executive Secretary/Adm Asst	\$5,606	\$6,446	\$6,827	\$7,494	\$6,939	\$8,852	58%	104
Hospitality Services Management	\$6,356	\$6,619	\$7,098	\$7,730	\$7,732	\$8,847	39%	104
Legal Secretary	\$5,716	\$6,726	\$7,172	\$8,210	\$7,809	\$8,544	49%	100
General Drafting Technology	*	*	*	\$7,856	\$8,093	\$8,014	--	94
Early Childhood Management	*	*	*	\$6,819	\$5,569	\$7,185	--	84
Computer Prog & Analysis	\$5,265	\$5,889	\$6,240	\$7,082	\$6,990	\$6,757	28%	79
Early Childhood Education	\$5,930	\$6,457	\$7,068	\$7,590	\$7,375	\$6,696	13%	78
Computer Management	\$5,717	\$6,336	\$5,982	\$6,647	\$6,657	\$6,562	15%	77
Accounting	\$5,129	\$5,718	\$5,851	\$6,353	\$6,706	\$6,437	25%	75
Criminal Justice Technology	\$5,801	\$6,384	\$6,170	\$6,791	\$6,564	\$6,415	11%	75
Business Management	\$5,171	\$5,753	\$5,912	\$6,497	\$5,217	\$6,243	21%	73
Para-legal/Legal Assistant	\$5,395	\$6,005	\$6,001	\$6,537	\$6,379	\$6,157	14%	72
Marketing Management	\$5,103	\$5,625	\$5,786	\$6,284	\$6,183	\$6,153	21%	72
Microcomputer Systems	*	*	*	\$6,215	\$6,499	\$6,151	--	72
Engineering Drafting	\$7,168	\$7,774	\$7,603	*	*	*	--	--
Correctional Services	\$6,129	\$7,271	*	*	*	*	--	--
Real Estate	\$4,897	\$5,394	\$5,494	*	*	*	--	--
Electromechanical Design	\$6,760	\$7,237	\$8,072	*	*	*	--	--
Computer Science	\$5,572	\$6,240	*	*	*	*	--	--
Security Management	\$5,995	\$6,946	*	*	*	*	--	--
Medical Laboratory Technician	\$11,652	\$12,916	\$20,276	\$17,637	*	*	--	--
Architectural Drafting	\$7,667	\$7,446	\$8,112	*	*	*	--	--
Energy/Heating + Air Conditioning	\$7,615	\$8,163	\$7,651	*	*	*	--	--
General Secretary	\$5,753	\$6,794	\$7,278	\$8,199	\$7,587	*	--	--
Civil Engineering Technology	\$8,367	*	*	*	*	*	--	--
Dental Assistant	\$10,705	\$26,117	*	*	*	*	--	--
College Mean	\$6,732	\$7,992	\$7,960	\$8,620	\$8,338	\$8,927	33%	
College Median	\$5,995	\$6,960	\$7,341	\$7,856	\$7,659	\$8,544	43%	

* Indicates program not offered or obsolete.

PRINCE GEORGE'S COMMUNITY COLLEGE
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Inferred Program Costs, Certificate Programs

PROGRAM NAME	FY84	FY85	FY86	FY87	FY88	FY89	% Change FY84-89	INDEX (MEDIAN=100)
Medical Secretary Certificate	*	*	*	*	*	\$5,561	--	138
Electronics Microprocessor Cert	\$3,238	\$3,711	\$4,296	\$5,000	\$4,690	\$5,204	61%	129
Electronics Communications Cert	\$3,345	\$3,905	\$4,474	\$4,273	\$4,694	\$5,123	53%	127
Medical Transcriptionist Cert	*	*	*	\$4,547	\$4,654	\$4,899	--	122
Word/Info Processing Supervisor CRT	\$2,776	\$3,479	\$3,798	\$4,421	\$4,083	\$4,804	73%	119
Legal Secretary Certificate	*	*	*	*	*	\$4,515	--	112
Food Service Management Certificate	\$3,080	\$3,188	\$3,379	\$3,959	\$3,794	\$4,496	46%	112
Executive Secretary/Adm Asst CRT	*	*	*	*	*	\$4,371	--	108
Hotel Management Certificate	\$2,886	\$2,952	\$3,136	\$3,514	\$3,535	\$4,273	48%	106
Architectural Drafting Certificate	\$3,512	\$3,260	\$3,632	\$4,014	\$4,213	\$4,213	20%	104
Engineering Drafting Certificate	\$3,126	\$3,301	\$3,867	\$3,712	\$3,865	\$3,850	23%	95
Computer Programming Certificate	\$2,333	\$2,676	\$2,737	\$3,217	\$3,270	\$3,164	36%	78
Ornamental Horticulture Certificate	*	*	*	*	\$2,172	\$3,090	--	77
Criminal Justice Tech. Certificate	*	*	*	*	*	\$3,071	--	76
Early Childhood Education Cert	\$2,469	\$2,624	\$3,142	\$2,511	\$3,389	\$2,887	17%	72
Para-Legal/Legal Assistant Cert	\$2,422	\$2,726	\$2,735	\$3,039	\$2,928	\$2,853	18%	71
Microcomp Applications Certificate	*	*	*	\$3,020	\$3,052	\$2,846	--	71
Accounting Certificate	\$2,279	\$2,512	\$2,564	\$2,821	\$2,905	\$2,743	20%	68
Small Business Mgt Cert.	*	*	\$1,810	\$2,921	\$2,973	\$2,528	--	63
Marketing Management Certificate	\$1,777	\$1,936	\$1,985	\$2,170	\$2,180	\$2,029	14%	50
Security Management Certificate	\$2,758	\$3,325	*	*	*	*	--	--
Residential Construction Certificate	\$3,703	*	*	*	*	*	--	--
Real Estate Certificate	\$1,290	\$1,406	\$1,405	*	*	*	--	--
Computer Operations Certificate	\$2,074	\$2,339	*	*	*	*	--	--
Secretarial Certificate	\$2,911	\$3,518	\$3,929	\$4,430	\$4,182	*	--	--
Clerk-Typist Certificate	\$2,994	\$3,404	\$3,521	\$3,865	\$3,710	*	--	--
College Mean	\$2,554	\$2,756	\$2,931	\$3,445	\$3,366	\$3,826	50%	
College Median	\$2,831	\$3,188	\$3,260	\$3,712	\$3,622	\$4,032	42%	

* Indicates program not offered or obsolete.

PRINCE GEORGE'S COMMUNITY COLLEGE
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Inferred Program Costs
FY84 - FY89

Regis #	PROGRAM NAME	FY84	FY85	FY86	FY87	FY88	FY89	% Change FY84-89	FY89 INDEX (Median=100)
5001-01 BUSINESS MANAGEMENT									
	Business Management	\$5,171	\$5,753	\$5,912	\$6,497	\$5,217	\$6,243	21%	73
	Small Business Mgt Cert.	*	*	\$1,810	\$2,921	\$2,973	\$2,528	--	63
5002-01 ACCOUNTING									
	Accounting	\$5,129	\$5,718	\$5,851	\$6,353	\$6,706	\$6,435	25%	75
	Accounting Certificate	\$2,279	\$2,512	\$2,564	\$2,821	\$2,905	\$2,743	20%	68
5004-06 REAL ESTATE									
	Real Estate	\$4,897	\$5,394	\$5,494	*	*	*	--	--
	Real Estate Certificate	\$1,290	\$1,406	\$1,405	*	*	*	--	--
5004-08 MARKETING MANAGEMENT									
	Marketing Management	\$5,103	\$5,625	\$5,786	\$6,284	\$6,183	\$6,153	21%	72
	Marketing Management Certificate	\$1,777	\$1,936	\$1,985	\$2,170	\$2,180	\$2,029	14%	50
5005-01 OFFICE ADMINISTRATION									
	Word/Info Processing Supervisor	\$5,783	\$7,034	\$7,538	\$8,798	\$8,293	\$9,866	71%	115
	Medical Secretary	\$5,878	\$6,974	\$7,341	\$8,563	\$8,958	\$9,832	67%	115
	Executive Secretarial/Adm Assistant	\$5,606	\$6,446	\$6,827	\$7,494	\$6,939	\$8,852	58%	104
	Legal Secretary	\$5,716	\$6,726	\$7,172	\$8,210	\$7,809	\$8,544	49%	100
	Medical Secretarial Certificate	*	*	*	*	*	\$5,561	--	138
	Word/Info Processing Certificate	\$2,776	\$3,479	\$3,798	\$4,421	\$4,083	\$4,804	73%	119
	Legal Secretarial Certificate	*	*	*	*	*	\$4,515	--	112
	Executive Secretarial/Adm.Asst. Cert	*	*	*	*	*	\$4,371	--	108
	Secretarial Certificate	\$2,911	\$3,518	\$3,929	\$4,430	\$4,182	*	--	--
	Clerk-Typist Certificate	\$2,994	\$3,404	\$3,521	\$3,865	\$3,710	*	--	--
	General Secretary	\$5,753	\$6,794	\$7,278	\$8,199	\$7,587	*	--	--
5010-01 HOSPITALITY SERVICES									
	Hospitality Services Management	\$6,356	\$6,619	\$7,098	\$7,730	\$7,732	\$8,847	39%	104
	Food Service Management Certificate	\$3,080	\$3,188	\$3,379	\$3,959	\$3,794	\$4,496	46%	112
	Hotel Management Certificate	\$2,886	\$2,952	\$3,136	\$3,514	\$3,535	\$4,273	48%	106

PRINCE GEORGE'S COMMUNITY COLLEGE
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Inferred Program Costs
FY84 - FY89

Regis #	PROGRAM NAME	FY84	FY85	FY86	FY87	FY88	FY89	% Change FY84-89	FY89 INDEX (Median=100)
5101-01 COMPUTER/DATA PROCESSING									
	Computer Prog & Analysis	\$5,265	\$5,889	\$6,240	\$7,082	\$6,990	\$6,757	28%	79
	Computer Management	\$5,717	\$6,336	\$5,982	\$6,647	\$6,657	\$6,562	15%	77
	Computer Science	\$5,572	\$6,240	*	*	*	*	--	--
5103-01 COMPUTER PROGRAMMING									
	Computer Programming Certificate	\$2,333	\$2,676	\$2,737	\$3,217	\$3,270	\$3,164	36%	78
5104-01 COMPUTER OPERATIONS									
	Computer Operations Certificate	\$2,074	\$2,339	*	*	*	*	--	--
5105-01 COMPUTER SERVICE TECH									
		*	*	\$8,667	\$9,558	\$9,798	\$9,681	--	113
5199-02 MICROCOMPUTER SYSTEMS									
	Microcomputer Systems	*	*	*	\$6,213	\$6,499	\$6,151	--	72
	Microcomp Applications Certificate	*	*	*	\$3,020	\$3,052	\$2,846	--	71

PRINCE GEORGE'S COMMUNITY COLLEGE
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Inferred Program Costs
FY84 - FY89

Hegis #	PROGRAM NAME	FY84	FY85	FY86	FY87	FY88	FY89	% Change FY84-89	FY89 INDEX (Median=100)
5202-01	DENTAL ASSISTANT	\$10,705	\$26,117	*	*	*	*	--	--
5205-01	MEDICAL LABORATORY TECHNICIAN	\$11,652	\$12,916	\$20,276	\$17,637	*	*	--	--
5207-01	RADIOGRAPHY	\$9,437	\$10,844	\$10,363	\$12,096	\$11,453	\$12,450	32%	146
5208-01	NURSING	\$7,266	\$8,481	\$8,755	\$9,656	\$10,215	\$10,637	38%	117
5213-01	MEDICAL RECORDS TECHNICIAN								
	Medical Records Technician	\$6,829	\$7,720	\$7,486	\$9,279	\$10,013	\$10,198	49%	119
	Medical Transcriptionist Cert	*	*	*	\$4,547	\$4,654	\$4,899	--	122
5215-01	RESPIRATORY THERAPIST	\$8,276	\$9,274	\$8,404	\$10,680	\$14,461	\$18,042	118%	211
5299-02	NUCLEAR MEDICINE TECHNOLOGY	\$8,446	\$11,092	\$13,243	\$13,562	\$14,994	\$16,804	94%	197

PRINCE GEORGE'S COMMUNITY COLLEGE
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Inferred Program Costs
FY84 - FY89

Hegis #	PROGRAM NAME	FY84	FY85	FY86	FY87	FY88	FY89	% Change FY84-89	FY89 INDEX (Median=100)
5301-01 MECHANICAL ENGINEERING TECHNOLOGY									
	Electromechanical Design	\$6,760	\$7,237	\$8,072	*	*	*	--	--
	Energy/Heating + Air Conditioning	\$7,615	\$8,163	\$7,651	*	*	*	--	--
5303-01 DRAFTING TECHNOLOGY									
	General Drafting Technology	*	*	*	\$7,856	\$8,093	\$8,014	--	94
	Architectural Drafting Certificate	\$3,512	\$3,260	\$3,632	\$4,014	\$4,213	\$4,213	20%	104
	Engineering Drafting Certificate	\$3,126	\$3,301	\$3,867	\$3,712	\$3,865	\$3,850	23%	95
	Architectural Drafting	\$7,667	\$7,446	\$8,112	*	*	*	--	--
	Engineering Drafting	\$7,168	\$7,774	\$7,603	*	*	*	--	--
5309-01 CIVIL ENGINEERING TECHNOLOGY									
		\$8,367	*	*	*	*	*	--	--
5310-01 ELECTRONICS ENGINEERING TECHNOLOGY									
	Electronics Engineering Technology	\$7,094	\$8,075	\$8,517	\$9,371	\$9,626	\$9,430	33%	110
	Electronics Microprocessor Cert	\$3,238	\$3,711	\$4,296	\$5,000	\$4,690	\$5,204	61%	129
	Electronics Communications Cert	\$3,345	\$3,905	\$4,474	\$4,273	\$4,694	\$5,123	53%	127
5317-01 RESIDENTIAL CONSTRUCTION CERTIFICATE									
		\$3,703	*	*	*	*	*	--	--
5402-01 AGRICULTURAL TECHNOLOGIES									
	Ornamental Horticulture Certificate	*	*	*	*	\$2,172	\$3,090	--	77

PRINCE GEORGE'S COMMUNITY COLLEGE
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Inferred Program Costs
FY84 - FY89

Hegis #	PROGRAM NAME	FY84	FY85	FY86	FY87	FY88	FY89	% Change FY84-89	FY89 INDEX (Median=100)
5503-03 CHILD CARE TECHNOLOGIES									
	Early Childhood Education	\$5,930	\$6,457	\$7,068	\$7,590	\$7,375	\$6,696	13%	78
	Early Childhood Education Cert	\$2,469	\$2,624	\$3,142	\$3,511	\$3,389	\$2,887	17%	72
5503-05	EARLY CHILDHOOD MANAGEMENT	*	*	*	\$6,819	\$5,569	\$7,185	--	84
5505-01 CRIMINAL JUSTICE									
	Criminal Justice Technology	\$5,801	\$6,384	\$6,170	\$6,791	\$6,564	\$6,415	11%	75
	Criminal Justice Tech. Certificate	*	*	*	*	*	\$3,071	--	75
	Correctional Services	\$6,129	\$7,271	*	*	*	*	--	--
	Security Management	\$5,995	\$6,946	*	*	*	*	--	--
	Security Management Certificate	\$2,758	\$3,325	*	*	*	*	--	--
5599-01 PARA-LEGAL/LEGAL ASSISTANT									
	Para-legal/Legal Assistant	\$5,395	\$6,005	\$6,001	\$6,537	\$6,379	\$6,157	14%	72
	Para-Legal/Legal Assistant Cert	\$2,422	\$2,726	\$2,735	\$3,039	\$2,928	\$2,853	18%	71

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